

## CONTINUOUS WORKFORCE TRAINING BOOSTS TEAM CONFIDENCE

**ABOUT VAC-CON, INC.** Vac-Con, Inc., located in Green Cove Springs, Florida, is a wholly employee-owned company (ESOP). Since 1986, Vac-Con has manufactured more than 7,700 custom-built, truck-mounted machines to serve public and private environmental markets globally. With around three hundred employees, the company strives to deliver a high performance and reliable product while developing a loyal, multi-national customer base.

**THE CHALLENGE.** As an employee-owned corporation, Vac-Con had a desire to grow, educate, and internally promote their workforce. The company would sometimes provide growth opportunities to employees who lacked the experience necessary to directly step into the new role, creating education, skill, or experience gaps that Vac-Con needed to address. Committed to employee development, company leaders considered options for offering continued skill enhancement and education to Vac-Con employees.

**MEP CENTER'S ROLE.** Vac-Con decided to send a team of employees to a series of workshops held by the First Coast Manufacturers Association (FCMA) in partnership with FloridaMakes, part of the MEP National Network. The training and continuous education classes included Front Line Supervisor Training, Intro to MFG Process Principles & Equipment Training, Mid-Level Manager Training, and Finance for the Non-Financial Manager.

Vac-Con employees gained a better understanding of the impact they can have individually, and as a cohesive team. This skill enhancement had a positive effect on their confidence and success rate as the training participants returned to Vac-Con. It also helped employees embrace the new opportunities that came through promotions. In addition to improving individual skills, the classes helped to enrich the company's talent pool, generating cost-savings and supporting employee retention at Vac-Con.

**"Our company depends on our employees to make good decisions daily. Having continuous education opportunities through FCMA/FloridaMakes helps us to remain competitive with a stronger and more knowledgeable workforce. Our manufacturing group has been strengthened by learning the importance of being able to work within a continuous change environment to resolve issues. I see improvement in listening skills, team building, ability to work through issues more effectively, and a better understanding of the importance of communication."**

-Bob Graden, Plant Manager

## RESULTS



Added/retained **80** jobs



Realized cost savings of  
**\$153,000**

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